

Our team

Dr. Karin Bodewits comes from the Netherlands where she studied Biology, finished a PhD in Biochemistry at the University of Edinburgh and moved to Munich thereafter. Here, she founded the company ScienceMums, a network for natural scientists. In this function, she became book author, columnist, speaker and trainer and published a wide range of articles around the topic “Women & career”. Almost three years later, she founded the career platform NaturalScience.Careers. ScienceMums then became part of this broader platform. She specialises in the topics communication and career development, which she can put into gender- and intercultural perspectives.



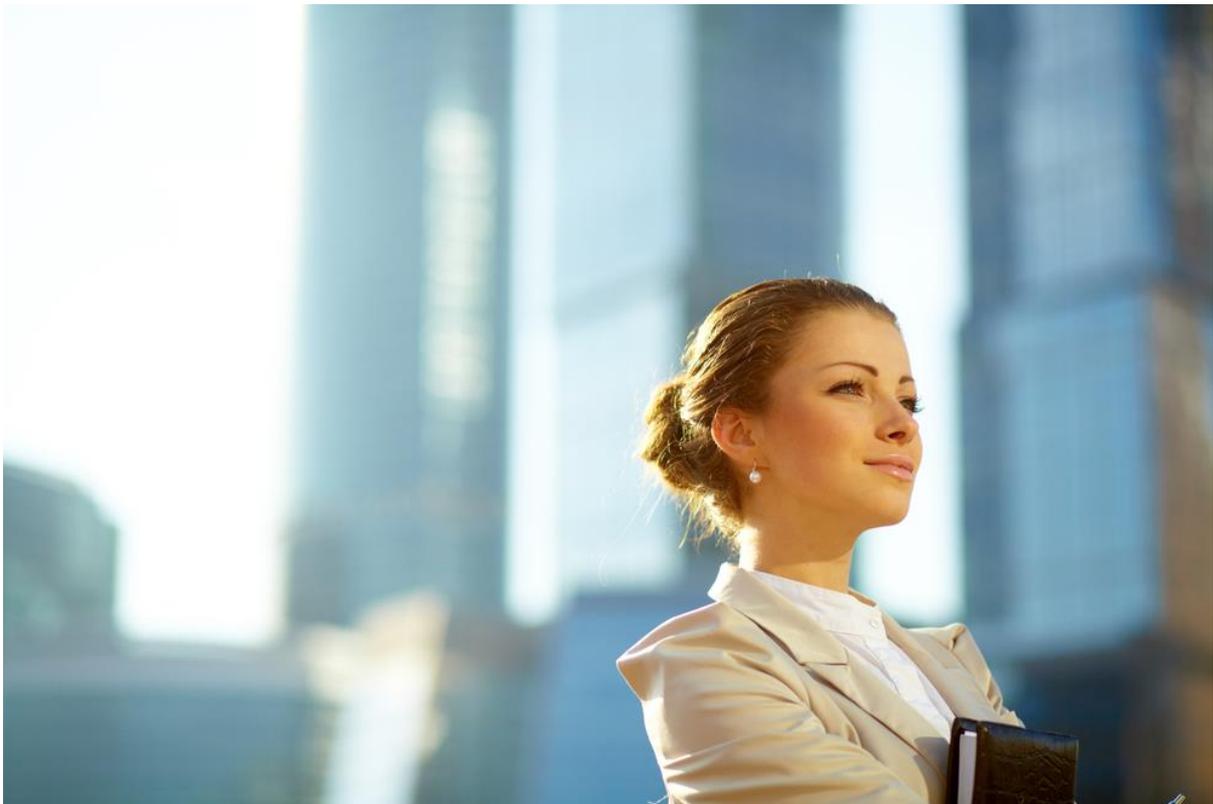
Dr. Philipp Gramlich has studied and researched chemistry at various universities in Germany, Australia and Scotland. After experience at baseclick, a biotechnology start-up and as Teamleader R&D, QC and Analytics at Eurofins Genomics, he is now fully focusing on his work as co-founder of NaturalScience.Careers. He specialises in seminars and talks about career development, leadership and gender in science.



Women & career

Duration:	1-2 days
Course type:	50% theory, 50% practical examples
Trainers:	Karin Bodewits (optionally + Philipp Gramlich)
Number of participants:	Max. 12

This seminar is for female-only audiences



Since a few decades the rights of women and in particular of working women have changed dramatically. But does this also translate into a world full of possibilities or are we still stuck in the process of climbing the various ladders under the glass roof? This seminar will give you guidance on how to navigate your life as a working female scientist.

<p>(Family-friendly) work environments</p> <ul style="list-style-type: none"> - University or industry... or somewhere else? - Working cultures in Europe 	<p>Getting a job</p> <ul style="list-style-type: none"> - The importance of networking, collaborating and presenting your research - Your application - How to prepare yourself - Dress code - The job interview - Salary negotiations and gender wage gap - Legal aspects
<p>In the job</p> <ul style="list-style-type: none"> - You made it! What to expect - Have a good start - Where is my seat? Gender-specific behaviour - Leadership as a woman - Hormones: legal highs for women? - Setting targets - Work-life balance 	<p>Mothers at work and in our society</p> <ul style="list-style-type: none"> - Dead-end street motherhood? Is there the perfect time to have children? - Social pressures and norms - Practicalities: nursery places and more - Double career couples - Legal aspects - Political framework - What about my partner? - Communication towards employer
<p>Work-life balance</p> <p>Taking care of your job, yourself and your family- how to get it all done?</p>	<p>Internal and external factors</p> <p>How you and others see yourself and how this can make you stronger or weaker</p>

Conflict management

Duration:	1-2 days
Course type:	30% theory, 70% practical examples
Trainers:	Karin Bodewits or Philipp Gramlich
Number of participants:	Max. 12
<i>This seminar can be tailored to a gender-specific audience if desired</i>	

Conflicts are a normal part of our daily communication. Why does this term have such a negative connotation? What keeps us from confronting conflicts head-on, before they become real problems? Most topics of this seminar will be introduced by brief and realistic examples and general principles will be showcased. A core part of the seminar are the case studies by the participants themselves. In addition, case studies by the trainer and exercises will be used in order to go deeper into the topics according to the wishes and questions of the participants.

This seminar should help to sensitise how conflicts emerge. Participants will learn to prevent conflicts. For the cases when this didn't happen, they learn to deescalate and resolve conflicts (as conflict party or as mediator) and finally also to escalate, if there is no other solution.

- Toxic language: hidden pitfalls in our daily communication
- Prevention: how to set up our communication- and work-structures, in order to minimise unnecessary friction

Deescalation: how to cool off the situation to prevent damage and to prepare for a constructive discussion

Conflict resolution: your role as conflict party or mediator

Escalation: if nothing else helps, this is the step which has to be done with the highest level of professionalism